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CONTRADICTIONS OF LABOUR RELATIONS IN THE EVALUATION OF INTELLECTUAL CAPITAL ON THE LABOUR MARKET

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Давидова І.О. Суперечності соціально-трудо­вих відносин при оцінці інтелектуального капіталу на ринку праці.

Оцінка інтелектуального капіталу на ринку праці проводиться на основі рівня професійної кваліфікації та якості роботи. Методологічно ця оцінка є виправдані. з точки зору економічних теорій утворення людського та інтелектуального капіталу. Розкрито формування соціальних протиріч на ринку праці, яке зумовлює необхідну поведінку носія інтелектуального капіталу, залежно від його здібностей та системи соціальних відносин.

Ключові слова: ринок праці, інтелектуальний капітал, робоча сила, кваліфікація, зайнятість

Давыдова И.О. Противоречия социально-трудо­вых отношений при оценке интеллектуального капитала на рынке труда.

Оценка интеллектуального капитала на рынке труда проводится на основе уровня профессиональной квалификации и качества работы. Методологически эта оценка опирается на экономические теории формирования человеческого и интеллектуального капитала. Раскрыто формирование социальных противоречий на рынке труда, которое обуславливает необходимое поведение носителя интеллектуального капитала, в зависимости от его способностей и системы социальных отношений.

Ключевые слова: рынок труда, интеллектуальный капитал, рабочая сила, квалификация, занятость

Davydova I.O. Contradictions of labour relations in the evaluation of intellectual capital on the labour market.

Evaluation of intellectual capital in the labour market is based on the level of professional qualifications and quality of work. This assessment is methodologically is justified in terms of economic theories of formation of human and intellectual capital. Reveals the formation of social contradictions in the labour market, which determines the required behavior of the intellectual capital's carrier, depending on his capabilities and system of social relations.

Keywords: labour market, intellectual capital, labor, skills, employment

Appel to the concept of intellectual capital in a practical vein caused by leveling the role of human factor in social production, which is manifested in fixing the proportion of low wages in GDP, common practice of financing the social sector as a residual, which led to a low rating of Ukraine in the following priority areas of socio economic development as science, innovation and management of social processes.

Estimates of labor in the labor market are made based on her professional qualification level and quality of work as predefined abilities and level of training of employees. Methodologically this assessment is justified on economic terms of education theories of human and intellectual capital.

Analysis of recent researches and publications

Theoretical problems of the labor market are revealed by R. Aghabekyan, S. Andreev, G. Bayanduryan, V. Borovik, B. Breyev, V. Bulanov, M. Hanzner, B. Hyenkin, M. Kim, A. Kotlyar, B. Kulikov, A. Katsuk, A. Kashepov, S. Mikneva, V. Mortikov, V. Onischenko, E. Saruhanov and others.

Certain aspects of intellectual capital workers analyzed in the works of Bontis [5], T. Baulin, A. Kozhyrev, A. Kendyukhov, Yu. Korchahin, A. Krykliy, V. Tyuhmatyev and others. The problems of the labor market in connection with intellectual sphere are disclosed by S. Zemlyanuhina, Yu. Kanyhin, M. Semykina, L. Shevchenko, V. Shcherbak [4] and others.

The aim of the article – defining features of estimation of workforce and available intellectual capital of workers on the labour market and emerging with it contradictions.

The main part

Intellectual capital, with multi nature and various manifestations (material and immaterial) characterizes the quality of social relations, the ability to generate profits at the level of the individual, the company and society. Taking into account that the intellectual capital and related relationships formed at the level of individual personal (personal), corporate and societal level, the basis for its intellectual capital formation in favor of individuals [3]. To use this intellectual capital required consistent transformation of intellectual capital when it consistently in a state of potential intellectual capacities and capabilities, intelligent intermediate product (competence), materialized the final outcome, where stands the mediating link labor market. Intellectual capital created by the exchange of knowledge, and this requires a common organizational environment, which could be freely and continuously such exchange, its adequate evaluation. The development of intellectual capital is faced with the contradiction between the need for its implementation and lacks subjective and objective preconditions for this in modern society.

Estimates of intellectual capital on the labor market are made based on professional qualification level and quality of work. Methodologically this assessment is justified on economic terms of education theories of human and intellectual capital. Educational services, like other public goods are properties of internal and external effects. Thus, the effect of domestic consumption of educational services leads to the fact that every individual who has high educational and professional potential is able to make more income compared to others, and increase individual returns from education. External positive effect in this case is reflected in the rate of productivity growth, GNP, make correct policy decisions. The increase as a result of training should not only increase the cost of training, but also increase the period during which possible income losses occur, since the study excluded since obtaining earnings. However, the training promotes the growth of intellectual capital to a greater extent and its subsequent sale in the labor market at a high price. In terms of carriers implementation of intellectual capital is in receipt of income. Income carrier intellectual capital should reflect the cost of skilled labor and remuneration on invested intellectual capital, compared with an average level of return on investment, including the author's remuneration and income from reproduction (copying) intellectual products. The economic benefits gained as a result of the competitive benefits of intellectual property, constitute the economic interests of intellectual capital.

It may be noted forming tendencies that once the economy is increasing the size of remuneration based on its qualifications; the economic system reacts to structural changes, which have reduced the share of jobs that require highly skilled labor. Moreover, regulation of labor relations not only their orders, but also can significantly manage the flexibility of labor market institutions on procedures for hiring and firing

workers and associated implicit and explicit costs and losses due to training new employees, falling productivity before retiring, simple in the period of adaptation to the new workplace. Therefore, the time the Ukrainian economy is characterized by inertia on intellectual labor market reaction to changes in demand for highly skilled workers. In Ukraine, the high cost of dismissal also accompanied by documentary design, so new jobs are often created in the informal or semi-formal basis.

Subjects of relations in the economic activity in the labor market act in different roles. The economic role of acting is a functional way of being, their subjective original integrity. Therefore component of any economic system is a special relationship on the socio-economic importance and position (status) of the subjects.

On the market under employment relations on the socio-economic importance and position act as hiring labor [23]. Hiring a group of economic relations determines the economic value of the subject and its extent (evaluation); generates a range of social opportunities; encourages them to action, motivating the implementation of these actions, etc. Disclosure of forming of social relationships required behavior gives the objective explanation of position which depends on the desire and ability, and the system prevailing social relations on which actors play a role in it [2]. Occupation directly is the source of economic development (material-technical system), human development (general and professional culture, creativity, intellectual activity) development of social relations (social structure, property, power).

For innovative employment characteristic contradictions of a new type, such as between social and economic efficiency of new forms of employment; between the efficiency of employment at individual, group, social and other levels.

If the economy is not in able to offer employment opportunities, relevant skills and productive potential of the workforce, the complicated reallocation of employment in the most innovative areas, indicating a failure of the economic system to create high-quality, full of intellectual jobs. As a result, intellectual high turnover of staff, lack of transparency of the system of promotion and evaluation of competencies of employees, staff selection inefficiency of intellectual work were formed in the economy. The inefficiency of the current mechanism of labor market regulation, which does not provide labor market capitalization level of media leads to the fact that the number of economically active population in Ukraine continues to fall. This reduction occurs faster than the reduction of the working population that has increased the number of people leaving the labor market in favor of other factor markets.

Employment Assessment carried out both by employers as consumers ability to work, including the requirement to the structure and scope of required professions, and evaluation of employees as media skills to work-based vocational and professional staff, the possibility to adapt to the changing labor market demands, applicable to the remuneration, conditions

of production, work and rest, preferences and motivations of employees [6]. Subject to the requirements of system approach, these evaluations are coordinated and operate synchronously in the labor market in the following areas:

1) the system of identification and analysis of market opportunities for employment, bringing the necessary information to the participants of the labor market;

2) feedback system, which ensures the coordination of the parties in the labor market.

Assessment of quality of work is part of evaluation of labor promotes both professional and personal qualities of the employee that are necessary to achieve the employment objectives (directions) the entity as a whole [2].

Channels play up the human capital aspect of quality matching labor requirements of its own carriers and other components of the productive forces. Extended reproduction of intellectual capital in the innovation economy focused on the conditions and the structure of its public use. Effective educational environment appropriate forms of reproduction of intellectual capital. Education entails a positive impact on quantitative and qualitative characteristics of employment, but should do so in line with labor market needs, priorities and progressive trends in the economy, providing employment for the graduates on the basis of cooperation with all actors of employment. Changes in the structure of primary education towards vocational education and higher education as its component are under the influence of market factors of supply and demand for educational services based on the decisions of consumers and suppliers of such services and are characterized by inconsistencies between sectoral professions, lack of skilled workers, professionals polarization in terms of preparation. The impact on the process of economic development and employment training specialists from the standpoint of fundamental theories of modern social and economic system is a series of transformations. The main observed – changes in qualitative requirements to the employee that contribute to the evolution of structural labor market demands in the education system; data convergence relations institutions. The labor market emerged at a certain stage of economic activity, provides quality employment certainty, and acts as a dialectical unity of goals and objectives with employment in a single system.

In terms of interaction with other markets, including credit and market of educational services, labor market can be seen as a structured institutional mechanism for interaction with the employee and employer involvement in the sphere of economic activity, is a resource object interaction in a wide range of labor his abilities.

Assessment of employment includes a requirement for the structure and amount of necessary professions, the possibility to adapt to the changing labor market requirements which apply to wages, conditions of production, work and rest.

Measurement of skills of workers, its development and increasing contains indicators that reveal the extent to which employees are trained and whether the skill level of employees specifications workplace. A certain proportion of employees consider work in terms of opportunities for further development of their skills and abilities. The employer may offer training, gain experience, which the worker considers it important for professional or personal development. Features of employers are increasing in terms of post-industrial economy in terms of their role in ensuring the greatest intellectual fullness employment for those to whom they provide jobs.

At the stage of market relations determine the position in employment act as manpower, which defines the economic value of the subject and its extent (evaluation); generates a range of social opportunities; encourages them to act, determines features of employment relations, specify them.

Disclosure forming social relationships required behavior gives objective explanation of position which depends on the desire and ability, and the system prevailing social relations on which actors play a role in it. Occupation directly to the source of economic development (material-technical system), human development (general and professional culture, creativity, intellectual activity) development of social relations (social structure, property, power).

On the one hand, the labor market is assessment of the abilities to work demands and needs of the employer, and on this basis, is determined by conditions of employment: the value of wages, job security, opportunities for professional growth conditions. On the other hand, the labor market appears a harmonies in functional subsystems play. Such compliance is essential if one subsystem functions agreed by the others, its stability is disrupted and therefore violated the stability of the system as a whole. Spontaneous uneven finds its expression in the various inconsistencies of the individual components and subsystems reproduction that are a contradiction:

- between the structure of jobs and vocational qualification structure of total employee;
- between the specialized knowledge and skills to disabled workers and the need for their professional and qualification mobility, maneuver within the enterprise, industry, the economy as a whole;
- between the growing requirements of the psychophysiological human capabilities (especially its nervous system, mental abilities), and decreasing potential biological characteristics of the population;
- between the need for territorial movement of workers to find new areas of application abilities to work, jobs and the reluctance of the media for objective (undeveloped mobile market housing, transport infrastructure, mechanisms for reimbursement for relocation) or subjective (difficulty or inability to adaptation - getting used to the new place, the difference in lifestyle) causes;

- between the growing need for highly skilled workers capable of intellectual, creative work and limited ways and conditions of formation and reproduction of the worker as a whole person;
- between objectively emerging type of reproduction, which is a key element of human creative activity and employment technocratic management practices focused mainly on the activities of the executive, leveling abilities of the employee [2].

The deepening of these contradictions in employment in terms of the increasing role of intellectual work complicates the implementation of the employment potential and its intellectual component.

Evaluation of intellectual capital is determined not only the result of market choice, but also the social environment factors – employment status characteristics; inequality of access to financial resources, obtaining education, employment; social and cultural features of social relationships, influence social organizations. Remuneration in the form of premiums for education itself is heterogeneous; it takes into account the level of education, quality training direction.

From this point of view is paradoxically low pay for teachers and Ukrainian scientists, which is 70-80% of the average wage in the national economy. Insufficient amount of wages not only eliminates the effectiveness of motivational functions, but also not conducive to intellectual development, since only provides immediate satisfaction of needs. Increased property and social inequality, inter-sectoral income differentials, undermining incentives for intellectual activity deprive wages due to the complexity of work, level of skills and education. The result of poor motivation was the formation of motivation to work in the informal employment in the accounts for the representatives of creative professions (teachers, doctors, lawyers, economists, academics), which is not always their capabilities and potential uses in the specialty. Provisions of wage growth, and thus ensure the relationship between levels of education and household income associated, are, on the one hand, in diversification of production, development of independent production cycles, increased product range, on the other hand in the cost of fixed funds.

Subjects of relations in the economic activity in the labor market act in different roles. The economic role of acting as a functional way of being, its subjective original integrity. Therefore component of any economic system is a special relationship on the socio-economic importance and position (status) of the subjects.

The monetary form of remuneration does not fully reflect the assessment of the intelligence work and the media workforce and increasing need for such work supplement non-cash compensation and benefits.

With increasing degree of dynamism of the reproductive system, increasing not only the number of jerks forward, but the set of inconsistencies, contradictions between lagging and leading position system elements that affect the efficiency of its operation. Contradictions find their market solution through harmonization of labor market participants and conditions of employment [2]. Today one of the most important manifestations of imbalance in the labor market and its strain is inability to perceive skilled workforce.

Employment serves as a criterion the degree of complementarity reproductive elements, and therefore the efficiency of the economic system, while reducing the degree of complementarity is an accumulation of contradictions, distortions in the labor market, accompanied by higher unemployment and lower employment.

Conclusions

Thus, following reasons laid on low return of intellectual capital of workers the labor market - low demand for highly skilled labor and low labor mobility. The lack of institutionalized transparency in the market for intellectual labor pricing information on the labor market leads to significant differences in pay intellectual labor, complications of investment in intellectual capital. Objectively growth driven by structuring intellectual resources needs further development problems hiring and evaluation mechanisms of intellectual work, which resulted in the formation of new systems. The position of the employee in the production system involves primarily the possession of certain baggage of professional knowledge, which finds expression in its existence as a carrier and dealer functional workforce employee (the ability to perform a specific function in the system of professional division of labour).

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